

**Director of Music and Organist**

Location	Working from home and Holy Trinity Church
Salary	In line with RSCM rates, depending on skills and experience. There are approximately 6 funerals and 1-2 weddings per year which will attract additional fees.
Hours	6 hours
Reporting to and key relationships	Rev Esther Peers, the Pioneer Curate
Date Revised	28 days, pro-rata

**1 Job Purpose**

This is an exciting opportunity for a gifted musician to develop the music of a growing church, with an exciting vision for its future.

We seek in our Director of Music and Organist someone who:

- has demonstrable experience in both training an amateur choir and the ability to develop the singing of the congregation
- is versatile and accomplished
- has good interpersonal skills with the ability to work collaboratively within and outside HT
- presents a portfolio of work which demonstrates the ability to offer music that will engage the whole congregation
- is liturgically aware, committed and flexible
- possess the ability to communicate at all levels to develop links with local schools and music networks in Leamington Spa

**2 Key Responsibilities**

- one service on Sunday morning – Holy Communion – with the possibility of other services subject to current/future Covid restrictions and guidelines. To provide, in

collaboration with the clergy, content for church festivals including Christmas and Easter, plus occasional special services as required

- Rebuilding and engaging a choir, supported by weekly choir practice
- Monthly meetings with the Curate to review and assess the musical direction and development of the growth of music at HT
- Planning and preparation of the musical content for services, choir practice, and other relevant activities e.g. developing community networks

### **3 Person Specification**

The Director of Music *must*

- be an accomplished organist and skilled choir trainer
- have a good understanding of liturgy and of the role of music in worship
- enjoy a range of musical styles, encompassing secular and modern music
- be able to work sympathetically within our church tradition
- be a sensitive and inspiring leader, with the ability to communicate at all levels to bring the best out of both the choir and congregation
- be a 'team player,' with the ability to work collaboratively with the Curate and other ministers
- be enthusiastic about the reinvigoration of the choir and able to network locally to explore musical and other artistic networks
- be prepared to work within our Safeguarding procedures and be subject to an enhanced Disclosure check

The Director of Music *should*

- be open to exploring fresh ways of enhancing the music in the liturgy
- be keen to embrace the musical gifts present in the congregation
- be keen to develop the broader involvement of children and young people within the musical life of HT
  - be committed to liaison with local schools as a means of developing the musical life of HT
- be keen to promote HT as a venue for concerts and other musical events
- be able to bring a good sense of humour to the work

It is not essential that the Director of Music is a practising Anglican, but the successful candidate must be sympathetic to the Anglican tradition.

### **4 Application**

Please send your CV, a 5 minute video clip performing a piece of music of your choice together with a covering letter outlining your relevant experience and suitability for the role to [esther@holyltrinityleamington.org.uk](mailto:esther@holyltrinityleamington.org.uk)

### **5 Selection**

Shortlisted candidates will be invited for interview and will be asked to complete some assessment tasks, relevant to the position.

The successful candidate will be asked to provide the names and addresses of two references, from a current employer, or previous relevant employment.

## **6 Terms and Conditions**

The detailed terms and conditions will be contained in the post-holders' Contract of Employment.

The salary will be in line with RSCM rates and negotiable on experience. Remuneration will be reviewed annually in January. Funerals and weddings will be paid at RSCM rates.

There will be a monthly review during the six-month probationary period. An appraisal will take place to confirm completion of the probationary period and appraisals will take place annually.

During the probationary period one week's notice of termination of employment will be required on either side. Following confirmation in post, one month's notice on either side will be required.

Annual paid holiday entitlement is 28 days pro-rata - exclusive of Bank Holidays.

The employer is Holy Trinity Church, Leamington Spa Parochial Church Council.

The successful applicant will be required to undertake necessary Safeguarding Training.

## SUPPLEMENTARY INFORMATION

### The Context

Holy Trinity Church is among the most significant buildings in North Leamington.

The Parish of Holy Trinity extends from the Town Centre, northwards towards the boundary of Leamington Spa, for about one mile. The Church is ideally situated, being close to the town and its shopping area and having a large green recreational area on its doorstep.

The Parish population at the time of the last census in 2011 was 4,000. The number of people on the Electoral roll is currently 60, of whom a large number live outside the Parish boundary. The Parish has several highly regarded schools and rapid development of desirable retirement apartments. North LS is home to a thriving commercial sector with a significant number of startup companies some of which are engaged in video game development and IT. It is also home to many students and staff of Warwick University.

The last three years at Holy Trinity Church, Leamington Spa, have seen encouraging growth on many levels. Three years ago an application to the Heritage Lottery Fund was successful and with the help of a Legacy the roof was repaired. In 2018, the Reverend Esther Peers was appointed as a part-time Pioneer Curate with a vision for the church and has been instrumental in attracting many new members of the congregation as well as a resourceful and experienced support team. Recently, the church family has begun growing in numbers, depth and breadth. Average attendance at Sunday Worship of 60, which equates to 2.6% of the population in the Parish.

However, it is increasingly clear, that if Holy Trinity is to be '*fit for purpose*', and have a future, in the 21<sup>st</sup> Century then it must 're-invent itself', as a spiritual, social, welfare, educational, and cultural hub for the community. It must also develop income streams to ensure its financial viability for the future. There are many facets of HT which are to be built upon and developed. The Parish is seeking a new Director of Music who will be responsible for reaching out to the community, especially younger people. There is a thriving Scout Troop who meet on site are keen to work along HT in developing the Project to include their future wellbeing. There are several community health initiatives who would be interested in using a community hub. Music and Arts promoters have shown great interest in the generous space of the Nave of the Church – a natural space for music, the performing arts and exhibitions. Local businesses are always looking for space for conferences and hospitality. Meeting basic needs transforms a church, makes it a welcoming environment, and encourages its continuous use throughout the week. A recent community consultation made by HT indicates that there is much interest and support for this new initiative.

Creating flexible spaces to make HT and its site accessible for all, ensuring that it is comfortable, warm, well-lit and ecologically sustainable will transform both the life and the ministry of the church and make an invaluable contribution to North Leamington and beyond.